

Theme 1a: Education – Undergraduate

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Key trends, which may have an impact on this area over the next 5 to 10 years:

Key opportunities	Key issues/challenges
<ul style="list-style-type: none"> • Size of the Faculty of Medicine and the number of medical students • Local clinical expertise • Local educational resources • Surgical skills labs • Simulation • Expansion to community hospitals (T-IME) 	<ul style="list-style-type: none"> • Perceived lack of importance of teaching by the Department • Perceived reduced financial support for teachers • Reduced recruitment of new faculty surgeon teachers • Promotion based on teaching excellence less likely than for Surgeon-Scientists • Inadequate capture of quantity and quality of teaching efforts by faculty • Faculty development for teaching • 60-70% of our undergraduate clerks are not considering surgery for residency • Latest survey by clerks placed surgery lower than our major Department competitors in important categories • We need to make surgery clerkships more attractive and suited to our clerks

Goals	Actions	Expected Outcomes/ Measures
<p>1. Improve Departmental valuation of Surgeon-Teachers and teaching excellence in general</p>	<ul style="list-style-type: none"> • Improve capture of teaching effort (quantity and quality) by better use of MedSIS • Hire more surgeon teachers • Increase responsibility for surgeons/services/divisions to insure excellence in teaching • Allocate a portion of Academic Enrichment Funds department-wide to supporting teaching/education 	<ul style="list-style-type: none"> • Renewed enthusiasm for excellence in teaching • More promotions and career development of Surgeon Teachers • More surgeons engaged in the educational mandate of the Department

Goals	Actions	Expected Outcomes/ Measures
<p>2. Faculty development for teachers</p> <p>3. Surgery Core Curriculum.</p> <p>4. Matrix of learning objectives and where and how they will be taught</p>	<ul style="list-style-type: none"> • All new recruits to attend the Departmental Faculty Development Day • Better engagement by our community surgeons in the teaching enterprise • All Surgeon-Teachers be required to obtain higher level career development in teaching expertise (Centre for Faculty Development, Wilson Centre, Masters programs, etc) • Teachers with low teaching evaluations be required to enroll in faculty development courses • Development of Core Surgery Curriculum that we believe every U of T medical school graduate should know, especially those medical school graduates who are going into family practice • Each division to develop a core curriculum specific for their specialty which may be much shorter for specialties like cardiac surgery and much longer for specialties like general surgery and orthopedic surgery • Development of a Matrix that identifies all elements of the Core Surgery Curriculum and where and how it will be taught • More use of outpatient clinics, surgeons offices, surgical skills lab, simulation, professor rounds, and other novel ways of interacting with clerks • More use of simulation and skills lab • More teaching to be done off the regular ward service and OR environment 	<ul style="list-style-type: none"> • Better teachers • Better teaching • Better prepared generalist MDs at completion of MD degree • Happier medical students/clerks • More complete and effective methods of transmitting the core competencies to the students • Better trained MD graduates • Medical students more inclined to consider surgical careers

Goals	Actions	Expected Outcomes/ Measures
5. Novel teaching methods. Simulation, surgical skills labs, and other new ideas 6. Career development and career assistance of our graduates	<ul style="list-style-type: none"> • Develop innovative and effective teaching methods that maximizes the undifferentiated medical students' educational experience • Be able to offer more surgical technical exposure to those students who are interested in surgical careers • Online learning programs, interactive • More effective use of surgical skills labs and simulation to give students hands on experience • Ensure that we can identify, engage, and encourage the brightest students to consider surgical careers 	<ul style="list-style-type: none"> • More engaged students • Happier students • Better residents and future surgeons
<p>Unique considerations for this theme including overlaps with other working groups: Opportunities to advance cross-cutting themes:</p> <ul style="list-style-type: none"> - <i>Innovation – innovative methods of teaching</i> - <i>Global Health and Social responsibility – our graduates are the next generation of health care providers and must be part of the solution to insuring that we fulfill our Global health and Social Responsibility</i> 		

Top 2 implementation priority activities for this area – for next 12 to 18 months

1.

Key processes, mechanisms and infrastructure required to achieve these goals.

1. Responsibility and value for teacher's efforts
2. Development of Surgery Core Curriculum, by use of division specific core competencies
3. Development of matrix of where and how each core element will be taught